

PHILIP B. SCOTT  
Governor



State of Vermont  
OFFICE OF THE GOVERNOR

January 8, 2019

Jasper Craven  
MuckRock News  
DEPT MR 55692  
411A Highland Ave  
Somerville, MA 02144-2516  
[66365-35382876@requests.muckrock.com]

BY EMAIL

Re: Request for Public Records

Dear Mr. Craven:

We received your request for public records on December 21, 2018, for all email communications between members of the Vermont National Guard (emails ending with @mail.mil) and members of the Governor's staff between Nov. 1 and present day regarding a recent VTDigger series entitled "The Flying Fraternity." Key words include "Cray," "Craven," "VTDigger," "Galloway," "response," "press conference," "Rector," "afterburner," "Caputo," "Leahy," and "pomerleau."

Except as set forth herein, all documents responsive to your request are attached with this email. Certain records have been redacted or withheld to the extent they are exempt from disclosure under 1 V.S.A. §317(c)(4), including communications between members of the Governor's Senior Staff and senior officials of the Vermont National Guard which reflect the Governor's decision-making and deliberative processes as the Commander in Chief as those may relate to operations and communications of the Vermont National Guard.

As the records custodian, I certify, as required by 1 VSA §318(a)(2), that I consider the withheld materials to be exempt from disclosure. You have the right to appeal, as explained in 1 VSA §318, to Jason Gibbs, Chief of Staff, relative to my certification of the records as exempt.

Very truly yours,

A handwritten signature in black ink, appearing to read "Karen Pallas".

Karen Pallas  
Records Officer

**From:** [Kelley, Rebecca](#)  
**To:** [Arcovitch, Mikel R 1LT USARMY NG VTARNG \(US\)](#)  
**Subject:** RE: TAG statement  
**Date:** Tuesday, December 18, 2018 8:32:00 AM

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Thanks

Rebecca Kelley  
Communications Director  
Office of Governor Phil Scott | State of Vermont  
(802) 828-6403 (o) | (802) 622-4047 (m)  
[governor.vermont.gov](http://governor.vermont.gov)

-----Original Message-----

From: Arcovitch, Mikel R 1LT USARMY NG VTARNG (US) <[mikel.r.arcovitch.mil@mail.mil](mailto:mikel.r.arcovitch.mil@mail.mil)>  
Sent: Tuesday, December 18, 2018 8:31 AM  
To: Kelley, Rebecca <[Rebecca.Kelley@vermont.gov](mailto:Rebecca.Kelley@vermont.gov)>  
Subject: TAG statement

Ms. Kelley

Find attached MG Cray remarks.

Respectfully,

1st Lt. Mikel R. Arcovitch  
State Public Affairs Officer  
789 Vermont National Guard Road  
Colchester, VT 05446  
(O) (802) 338-3478  
(BB) (802) 734-1677

Thank you Gov. Scott for your continued support for your VTNG. It means a lot to the Vermont National Guard members and their families that you are standing here.

First I want to express how proud I am to be serving as Vermont's Adjutant General. I have served this state and nation for nearly 34 years and it has been an honor and privilege to lead our airmen and soldiers.

Our women and men of the Vermont National Guard have volunteered to serve this country and make great sacrifices to protect the freedoms we enjoy each and every day. There's a reason that military service members are considered one of the most respected professions in the United States. Our fellow citizens expect and deserve the very best of our country and that we will protect their sons and daughters with whom they have entrusted us with their care.

To that point, last week was arguably one of the toughest weeks I have experienced as a service member. To be clear: I vehemently disagree with and dispute the negative characterization of our members and our culture in recent media coverage.

I believe that through adversity we will continue to grow and improve our organization. While we as an organization have made significant progress on our response capabilities, we are still battling the societal issues of sexism and harassment. The VTNG is committed to ensuring those who have the personal courage to report harmful bias, acts of discrimination or crimes of sexual assault are validated and those responsible will be held accountable. I fully acknowledge that we are not a perfect organization, but I and the leadership are committed to improving our culture of dignity and respect.

Although privacy protections prevent me from speaking about specific details, I can say that the cases and individuals that were identified in the articles were investigated, reviewed and adjudicated. The individuals were all granted an appeal process and reviewed at multiple levels in and outside of the VTNG. In the end the cases were handled correctly, professionally and appropriate action was taken.

Make no mistake that while I am the Adjutant General this organization will continue to appropriately investigate and take action on all reported offenses. If current or former employees feel they've been harassed or victimized in any way, my door is always open to you.

Since my tenure began in 2013 we have taken many steps to improve our organizational culture. It was a cornerstone in my pledge to the VT Legislature. The VTNG has several programs and policies in place to focus on organizational excellence and culture. Our EO or Equal Opportunity Program, the SAPR or Sexual Assault Prevention and Response program, the Cultural Transformation task force, the military women's program and our reporting requirements to the Vermont Legislature.

The Equal Opportunity Program promotes the full realization of the equal opportunity in employment for all persons and to identify and eliminate discriminatory practices and policies to include sexual harassment.

The SAPR program is responsible for executing a proactive and comprehensive program designed to educate, advocate and collaborate in order to respond and stop sexual assault and its harmful effects that impact our members. We have 2 full-time state level program managers, 1 full-time Air National Guard program manager, as well as 4 sexual assault response coordinators and 33 unit victim advocates. All of them are trained and certified through the National Organization of Victim Advocacy.

Our SAPR program is fully integrated into civilian networks throughout the state of Vermont for Community Engagement

- Member of the Chittenden County Sexual Assault Domestic Violence Task Force
- Our own Sexual Assault Response Coordinator Scott Detweiler is the Co-Chair
- Members of the Intercollegiate Violence Council
- Member of VT victim assistance academy
- We are networked with all VT sexual and domestic violence programs

From these EO and SAPR programs, I created the Cultural Transformation Task Force in 2013 to provide a more focused response to culture change. Our end state for the Task Force was and continues to be;

1. Improved climate and overall response to issues with regard to sexual harassment, sexual assault, and violence in the workplace.
2. Successful transition of women into combat assignments in the 86<sup>th</sup> Brigade Combat Team.
3. Increased retention rates in all categories with special emphasis on women and minorities.

4. Increased representation of women/minorities in non-traditional roles and in leadership positions.

From the Task Force was born the VTNG Military Women's Program. This program has continued to integrate trainings on gender diversity and building platforms to discuss strategies to combat sexism. We implemented the Lean-In Circle concept. These facilitated conversations focus on the challenges for Women in the Military. Men and women have participated in the groups and are experiencing peer to peer support regarding counter-measures to sexism.

Since 2013, Vermont statute requires the VTNG to report annually on Sexually based offenses and we have provided the Vt. Legislative body a comprehensive picture of the work we have done and what we continue to do regarding the prevention of sex based offenses and care for survivors. The following facts are provided to clarify the data released as part of last week's reporting series:

From 2013 to 2017, 33 reports of sexual assault were received: of the 33 reports 14 were identified VTNG service members as the alleged offender, 19 of the 33 cases were for incidents prior to 2013 which suggests that members now have greater confidence in the system to come forward, and that they will be treated fairly with the advocacy they deserve. This increased reporting is in line with the increase in national reporting.

Our programs have been recognized with numerous awards to include; 2016 National Guard Bureau Excellence in Diversity Award and in 2017 the Army Individual award to the State Equal Employment Manager.

I'm proud of the progress we've made. But like every institution, we should always be working to improve in this area. That's why I've ordered the following action steps:

1. Initiate a policy to increase transparency and disclosure of cases and the disposition of them
2. Shift the format of compliance based sexual harassment training to increase direct leadership engagement on prevention efforts.
3. Work with the Legislature to identify how we can monitor and track progress on these two action items as part of our annual reporting process.



I also want to ensure survivors who come to us know that we will protect their information. An unfortunate and disheartening byproduct of this series is that survivors had their personal information shared with the press and they were contacted directly. The program managers and advocates that we have today are credentialed and trained by civilian organizations to collect and protect privacy information. I have the highest level of trust and confidence that our program managers and advocates will safeguard your personal information.

While I accept that we have an opportunity to reflect and improve, I stand by the integrity of our processes and our work to ensure all members of the Vermont National Guard have equal opportunity for advancement, feel safe in the work place, and know everyone who is found to have broken the rules is held accountable. Survivor choice is the cornerstone of our programs. Including the members' decision to make a confidential report, we will continue to protect this right.

In closing I reiterate that serving as the Vermont Adjutant General has been a privilege. I literally grew up in this organization and will hold my head high when I retire in March. My civilian employer has fully expected me to return to work after my third term as Adjutant General. It will be hard to leave something that has been a part of my life for nearly 34 years but I know that the women and men of the Vermont National Guard and the military department will continue to lead the way for Vermont.

**From:** [Arcovitch, Mikel R 1LT USARMY NG VTARNG \(US\)](#)  
**To:** [awhite@cctv.org](#); [makety@cctc.org](#); [My Champlain Valley](#); [VTDigger@gmail.com](#); [Galloway, Anne](#); [Tim McQuiston](#); [Bielawski, Mike](#); [Heyns, Garret](#); [News WCAX](#); [Liam Connors](#); [Bradley, Pat](#); [Heintz, Paul](#); [Thurston, Jack](#); [Rathke, Lisa](#); [rmerc@freepressmedia.com](#); [mzsyed@freepressmedia.com](#); [Meyn, Colin](#)  
**Cc:** [Ring, Wilson](#); [Barton Chronicle](#); [news benningtonbannor](#); [reception@wbtdam.org](#); [publisher@ionews.com](#); [News Reformer](#); [Thurston, Jack](#); [WPTZ](#); [metro@freepressmedia.com](#); [news@sevendaysvt.com](#); [Vermont Business Magazine](#); [News WCAX](#); [holly@vermontpbs.org](#); [news@fox44now.com](#); [cmarrs@mychamplainvalley.com](#); [Galloway, Anne](#); [news@thecharlottenews.org](#); [County Courier](#); [Essex Reporter](#); [The Hardwick Gazette](#); [Lincoln Peek@leahy.senate.gov](#); [Manchester Journal](#); [Addison Independent](#); [pete@suncommunitynews.com](#); [The Valley Voice](#); [Milton Independent](#); [support@apnews.com](#); [customerservices@timesargus.com](#); [nat@montpelierbridge.com](#); [ACCD - VTLife Info](#); [news@newsandcitizen.com](#); [pmsears@newportvermontdailyexpress.com](#); [The Northfield News](#); [news@manchesternewspapers.com](#); [Editor](#); [katelyn.barcellos@rutlandherald.com](#); [Shelburne News](#); [editor@studleyprinting.com](#); [Emerson, Lynn](#); [Caledonian Record](#); [Stowe Reporter](#); [Donoghue, Mike](#); [VPR](#); [Kinzel, Bob](#); [pat@valleyreporter.com](#); [Capitani, Randy](#); [AHS - DOC News Editor](#); [Simmon, Virginia](#); [gpopa@stowereporter.com](#); [Vermont Maturity](#); [Choate, Stephanie](#); [Camp, Phillip](#); [Rivard, Nathan R SSG USARMY NG VTARNG \(USA\)](#)  
**Subject:** Clarify the Record  
**Date:** Friday, December 7, 2018 4:40:40 PM  
**Attachments:** [Clarify the Record.pdf](#)

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Ladies and Gentlemen of the Media

Mr. Paul Heintz from Seven Days asked that we distribute any clarifications to the VTDigger articles that have recently been posted. Please find the attached document.

If you have any questions please reach out to myself or Officer Candidate Nathan Rivard

Respectfully,

1st Lt. Mikel R. Arcovitch  
State Public Affairs Officer  
789 Vermont National Guard Road  
Colchester, VT 05446  
(O) (802) 338-3478  
(BB) (802) 734-1677

Ladies and Gentlemen of the Media and Vermont National Guard Service Members:

After yesterday's press conference we felt it was important to clarify several points. The paramount point is that law and military regulation prohibit the VTNG from disclosing specific details about its personnel actions. Do not misunderstand this to be a way of avoiding open discussion. There are both civil and criminal ramifications if the Privacy Act or HIPAA or certain military regulations are violated.

Yesterday there were questions that asked whether the TAG disagreed with the tone of the VT Digger series of articles, and its characterization of the VTNG culture, or whether he disagreed with the facts as reported by the VT Digger. There were some back and forth questions and answers about the subject that may have confused some or all. In the interest of ensuring that there is no misunderstanding, the TAG wishes to clarify that he does not agree with the accuracy of how VT Digger characterized the culture of the VTNG; and he does not agree with the tone or environment described in the VT Digger articles. Additionally, several matters reported as facts by VT Digger in its several articles were false, partially true, exaggerated, ignored whole aspects of the facts, or a combination of one or more of these. The following items are examples of the mischaracterized or misrepresented facts in the several VT Digger articles and is not exhaustive. There are more examples which may or may not be shared, depending on law, rule, or regulation.

1. The suggestion that the VTNG or the VTANG retaliated against Lt Col Rector is false. VT Digger knew or should have known that the VTNG is prohibited from discussing employment matters protected by the Privacy Act. The VTNG provided VT Digger with a consent form (via certified mail) which it made clear it would have honored. Had VT Digger presented it to Lt Col Rector for signature, the VTNG would have been able to freely and openly discuss the facts alleged by VT Digger in its several articles. The VT Digger either disregarded the form, or Lt Col Rector did not sign it. If Lt Col Rector grants the VTNG permission, the VTNG remains ready and willing to discuss all details concerning the underlying matter.
2. The assertion that witnesses were gagged and kept from talking is false and recklessly ignores that in litigated cases, parties are represented by counsel, ethics rules forbid counsel from talking to represented clients, and law and regulation requires a Judge Advocate to impose limitations on the release of official information as to its form, content, or use. Limitations may include, but are not limited to: releasing information in paper or non-native electronic formats; redacting information due to privilege or some other protection; approving only limited topics to be covered in testimony; ensuring all parties acknowledge witnesses do not bind the United States or the Air Force, if appropriate; and any other reasonable limitations or restrictions. Judge Advocates may accompany witnesses to an interview, deposition, or hearing and advise them concerning the release of official information and the assertion of any applicable privileges or protections held by the Air Force. Moreover, and in any event, the VTNG merely coordinated and did not prohibit anyone from talking to any witness.
3. The suggestion that Lt Col Rector was denied due process is false. The Technician Personnel Regulation (TPR) 752 hearing process, which is presided over by an Officer from outside Vermont and who is officially appointed by the National Guard Bureau in Washington D.C., governs employment adverse action appeals, including discovery and disclosure, the calling of witnesses, and the presentation of an employee's case. The VT Digger should have known about the existence of this process as it is a matter of public record and could have discovered it with a minimum of effort.

4. The allegation that the VTNG "allowed" certain employees to leave without discipline or in other cases, stripped the employee of his or her retirement and benefits, is another item recklessly presented by VT Digger as fact. Technician Personnel Regulation 715 governs, among other things, resignations and voluntary and non-disciplinary actions in the National Guard Technician Program. And 5 CFR Part 715 governs separation actions requested by employees in the executive departments (and others) of National Guard Technicians. Resignation in order to avoid an adverse action proceeding is not allowed by 5 CFR 715.202 (b). Collectively, these regulations (as well as others) dictate what the VTNG (or the National Guard of any other State) can and cannot do. This too could have been learned by VT Digger with a minimum of effort before inaccurately suggesting that the VTNG can somehow strip an employee of benefits and retirement that have vested. Had VT Digger diligently inquired about these processes, it could have accurately represented the VTNG in its several articles.

5. One of the articles also inaccurately states, "In 2010, Rector was appointed to serve as the Burlington Wing's Sexual Assault Response Coordinator (SARC), a position that involved investigating credible allegations of sexual impropriety." The role of the SARC, however, is to provide advocacy services to the survivor through their healing process following a report. This may include communicating to the survivor updates on the investigative process. In no way is the SARC authorized to investigate, or even to evaluate whether or not an allegation is credible. To do so would be dereliction of duty.

6. Similarly, the number of cases described in the articles did not accurately portray the facts regarding sexual misconduct. It is true that if added up, the number of cases depicted in each Legislative report add up to 35, not 31, as described. However, survivors have the option of converting a restricted, or confidential report, to an unrestricted report in order to involve the chain of command and initiate an investigation. Twice, survivors converted cases in a different Fiscal Year than the one they had originally reported in. Thus, the same case was represented in multiple reports. During the period described, the VTNG had 33 unique cases between 2012-2017. Fourteen (14) of those 33 identified a Vermont National Guard service member as the alleged offender. Nineteen (19) of those 33 referred to incidents prior to 2013. It is incomplete to simply state the number of cases received during any given time without looking closer at the context of those cases.

7. One of the articles published a chart titled: "Sexual misconduct at the VTANG" (Article 5). But this title inaccurately suggests that the total number of reported assaults occurred in a smaller pool of people (i.e., the approximately 1000 Airmen in the VTNG) when the reality is that the number of these reported assaults actually occurred in a much larger pool of personnel—nearly 3 times larger—which included both Air and Army personnel. An accurate title that does not recklessly disregard the true numbers would be: "Sexual misconduct reported to the VTNG."

8. One or more of the articles referenced that Guard leadership allowed a Service Member to "ride off into the sunset...." This is not factually accurate. In accordance with law and regulation, the Vermont National Guard does not have the authority to administratively discharge individuals with 18 or more active years of service. The decision authority for this level of action is the Secretary of the respective service (Air or Army), and outside the authority of the VTNG.

9. The suggestion that one of the VTANG pilots was allowed to fly a fighter jet to the Washington D.C. area in order to engage in improper behavior is absolutely false. In 2014, Air Force regulation allowed Wing Commanders to fly a jet to attend a commanders' conference under certain circumstances. Those

circumstances were present when the person identified in the article flew to D.C. Once at the conference, attendees are further prohibited by law and regulation from engaging in many things that are personal in nature.

10. Finally, over the several articles, the VTNG was falsely depicted as operating without oversight. This is also absolutely false. The VTNG is subject to fiscal oversight by the United States Property and Fiscal Officer, who is a member of the Active component under Title 10 of the United States Code (the VTNG is comprised almost exclusively of members of the Reserve Component under Title 32 of the United States Code and of State employees). Similarly, the Active component has a Title 10 Inspector General embedded within the VTNG to ensure regulatory compliance. VTNG Judge Advocates (lawyers) are subject to oversight by The Judge Advocate General of the Army and The Judge Advocate General of the Air Force, and by the Bar licensing authorities of their respective States. In addition, there is further and direct oversight from the Secretaries of the Army and of the Air Force over all Soldiers and Airmen.

**From:** [Pinacho, Gonzalo LTC USARMY NG VTARNG \(US\)](#)  
**To:** [Arcovitch, Mikel R 1LT USARMY NG VTARNG \(US\)](#); [Manfredi, David T BG USARMY NG VTARNG \(USA\)](#); [Sumner, Doris J CW4 USARMY NG VTARNG \(US\)](#); [Detweiler, J Scott CPT USARMY NG VTARNG \(US\)](#); [Brehm, Richard L Jr CIV NG VTARNG \(US\)](#)  
**Cc:** [Cray, Steven A Maj Gen USAF NG VTANG \(USA\)](#); [Kelley, Rebecca](#); [Rivard, Nathan R SSG USARMY NG VTARNG \(USA\)](#)  
**Subject:** RE: Correcting the record  
**Date:** Friday, December 7, 2018 9:17:54 AM

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LT Arcovitch:

It is absolutely imperative that I see whatever you prepare before it is disclosed or presented for publishing. Under the circumstances, it must have legal approval.

VR,

Gonzalo Pinacho  
LTC JA  
State Judge Advocate General  
VTNG Joint Forces Headquarters  
Office of the State Judge Advocate  
789 Vermont National Guard Road  
Colchester, VT 05446  
802-338-3160

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-----Original Message-----

**From:** Arcovitch, Mikel R 1LT USARMY NG VTARNG (US)  
**Sent:** Friday, December 7, 2018 9:07 AM  
**To:** Manfredi, David T BG USARMY NG VTARNG (USA) <david.t.manfredi.mil@mail.mil>; Sumner, Doris J CW4 USARMY NG VTARNG (US) <doris.j.sumner.mil@mail.mil>; Detweiler, J Scott CPT USARMY NG VTARNG (US) <john.s.detweiler.mil@mail.mil>; Brehm, Richard L Jr CIV NG VTARNG (US) <richard.l.brehm.civ@mail.mil>; Pinacho, Gonzalo LTC USARMY NG VTARNG (US) <gonzalo.pinacho.mil@mail.mil>  
**Cc:** Cray, Steven A Maj Gen USAF NG VTANG (USA) <steven.a.cray.mil@mail.mil>; Kelley, Rebecca <Rebecca.Kelley@vermont.gov>; Rivard, Nathan R SSG USARMY NG VTARNG (USA). <nathan.r.rivard.mil@mail.mil>  
**Subject:** Correcting the record

Ladies and Gentlemen

We are due corrections to the VTDigger articles from the press conference yesterday. We decided to wait until this articles ran today to see what was out there. There was a call to action from SevenDays.

As the Subject Matter Experts I ask, on behalf of BG Manfredi, that you review the VTDigger articles and send me

bullet points of misinformation, and the correction, in your particular arena. I am writing a general narrative that reiterates our focus and "our side of it."

Please have your review and corrections to me by 12. Our intent is to get this out today.

Please let me know if you have any questions.

Thanks

Respectfully,

1st Lt. Mikel R. Arcovitch  
State Public Affairs Officer  
789 Vermont National Guard Road  
Colchester, VT 05446  
(O) (802) 338-3478  
(BB) (802) 734-1677



**From:** [Arcovitch, Mikel R 1LT USARMY NG VTARNG \(US\)](#)  
**To:** [Kelley, Rebecca](#)  
**Subject:** FW: Media Advisory  
**Date:** Wednesday, December 5, 2018 12:51:20 PM  
**Attachments:** [TAG RELEASE 18 24 VTNG culture.pdf](#)

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Respectfully,

1st Lt. Mikel R. Arcovitch  
State Public Affairs Officer  
789 Vermont National Guard Road  
Colchester, VT 05446  
(O) (802) 338-3478  
(BB) (802) 734-1677

-----Original Message-----

From: Arcovitch, Mikel R 1LT USARMY NG VTARNG (US)  
Sent: Wednesday, December 5, 2018 12:46 PM  
To: Arcovitch, Mikel R 1LT USARMY (US) (mikel.r.arcovitch.mil@mail.mil) <mikel.r.arcovitch.mil@mail.mil>  
Cc: Rivard, Nathan R SSG USARMY NG VTARNG (USA) <nathan.r.rivard.mil@mail.mil>; Mattison, Sarah E MSgt USAF NG VTANG (USA) <sarah.e.mattison4.mil@mail.mil>  
Subject: Media Advisory

Good afternoon Ladies and Gentlemen

Please find attached media advisory for a press conference being held at Camp Johnson on Thursday, December 6 from 12:00 p.m. - 12:30 p.m. in the foyer. Governor Phil Scott and Maj. Gen. Cray will provide statements and answer questions. Details included on the media advisory.

Please RSVP to Officer Candidate Nathan Rivard (Nathan.r.rivard.mil@mail.mil) or 802-338-3324 by 11 a.m.

Thank you.

Respectfully,

1st Lt. Mikel R. Arcovitch  
State Public Affairs Officer  
789 Vermont National Guard Road  
Colchester, VT 05446  
(O) (802) 338-3478  
(BB) (802) 734-1677

**From:** [Kelley, Rebecca](#)  
**To:** [Arcovitch, Mikel R 1LT USARMY NG VTARNG \(US\)](#)  
**Subject:** FW: MEDIA ADVISORY: Governor Phil Scott and Vermont National Guard to Hold Press Conference Thursday  
**Date:** Wednesday, December 5, 2018 12:48:00 PM  
**Attachments:** [image003.png](#)  
[image004.png](#)  
[image002.png](#)

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**Rebecca Kelley**

Communications Director  
Office of Governor Phil Scott | State of Vermont  
(802) 828-6403 (o) | (802) 622-4047 (m)  
[governor.vermont.gov](http://governor.vermont.gov)



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**From:** Kelley, Rebecca  
**Sent:** Wednesday, December 5, 2018 12:47 PM  
**Subject:** MEDIA ADVISORY: Governor Phil Scott and Vermont National Guard to Hold Press Conference Thursday



State of Vermont  
OFFICE OF THE GOVERNOR

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**For Immediate Release**

Wednesday, December 5, 2018

**Contact:**

Rebecca Kelley, Office of the Governor  
802-622-4047  
[rebecca.kelley@vermont.gov](mailto:rebecca.kelley@vermont.gov)

1st. Lt. Mike Arcovitch, Vermont National Guard  
802-338-3478 (phone)  
802-734-1677 (BB)

**\*\*\*MEDIA ADVISORY\*\*\***

**GOVERNOR PHIL SCOTT AND VERMONT NATIONAL GUARD TO HOLD PRESS  
CONFERENCE THURSDAY**

Montpelier, Vt. – Governor Phil Scott, commander in chief, Vermont National Guard, Maj. Gen. Steven Cray, adjutant general, Vermont National Guard, and staff will provide statements about the current culture of the VTNG, information on the VTNG sexual assault response and prevention programs, and details on equal opportunity initiatives. Gov. Scott and Maj. Gen. Cray will take questions. A reminder that regulation and the Privacy Act prohibits the speakers from commenting on individual personnel or administrative investigations.

**What:** Governor Phil Scott and Maj. Gen. Steven Cray provide statements on Guard programs, processes, and overall culture.

**When:** Thursday, December 6, 2018; 12:00 – 12:30 p.m.

**Where:** Green Mountain Armory Foyer, 789 Vermont National Guard Road, Camp Johnson, Colchester, Vt. 05446

**Who:** Governor Phil Scott, commander in chief, Vermont National Guard and Maj. Gen. Steven Cray, adjutant general, Vermont National Guard.

**Why:** To update the State of Vermont on the equal opportunity initiatives, sexual assault prevention and response programs, and overall culture within the VTNG.

Please respond with your confirmation no later than 11 a.m. to Officer Candidate Nathan Rivard (802) 338-3324, [nathan.r.rivard.mil@mail.mil](mailto:nathan.r.rivard.mil@mail.mil), and arrive no later than 11:40 a.m. to process through security as the press conference will begin at 12 p.m.

###

109 State Street | The Pavilion | Montpelier, VT 05609-0101 | [www.vermont.gov](http://www.vermont.gov)  
TELEPHONE: 802.828.3333 | FAX: 802.828.3339 | TDD: 802.828.3345



**From:** [Kelley, Rebecca](#)  
**To:** [Arcovitch, Mikel R 1LT USARMY NG VTARNG \(US\)](#)  
**Subject:** media advisory Can we hold until 12:45  
**Date:** Wednesday, December 5, 2018 12:25:00 PM

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Here's what I have – let me know when you have the updates.

**For Immediate Release**

Wednesday, December 5, 2018

**Contact:**

Rebecca Kelley, Office of the Governor  
802-622-4047  
[rebecca.kelley@vermont.gov](mailto:rebecca.kelley@vermont.gov)

1st. Lt. Mike Arcovitch, Vermont National Guard  
802-338-3478 (phone)  
802-734-1677 (BB)

**\*\*\*MEDIA ADVISORY\*\*\***

**GOVERNOR PHIL SCOTT AND VERMONT NATIONAL GUARD TO HOLD PRESS  
CONFERENCE THURSDAY**

Montpelier, Vt. – Governor Phil Scott, commander in chief, Vermont National Guard, Maj. Gen. Steven Cray, adjutant general, Vermont National Guard, and staff will provide statements about the current culture of the VTNG, information on the VTNG sexual assault response and prevention programs, and details on equal opportunity initiatives. Gov. Scott and Maj. Gen. Cray will take questions. A reminder that regulation and the Privacy Act prohibits the speakers from commenting on individual personnel or administrative investigations.

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**When:** Thursday, December 6, 2018; 12:00 – 12:30 p.m.

**Where:** Green Mountain Armory Foyer, 789 Vermont National Guard Road, Camp Johnson, Colchester, Vt. 05446

**Who:** Governor Phil Scott, commander in chief, Vermont National Guard and Maj. Gen. Steven Cray, adjutant general, Vermont National Guard.

**Why:** To update the State of Vermont on the equal opportunity initiatives, sexual assault prevention and response programs, and overall culture within the VTNG.

Please RSVP by contacting Office Candidate Nathan Rivard @ 802-316-2999 or  
[Nathan.r.rivard.mil@mail.mil](mailto:Nathan.r.rivard.mil@mail.mil).

###

**From:** [Arcovitch, Mikel R 1LT USARMY NG VTARNG \(US\)](#)  
**To:** [Kelley, Rebecca](#)  
**Subject:** RE: press release  
**Date:** Wednesday, December 5, 2018 9:08:03 AM

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Done

Respectfully,

1st Lt. Mikel R. Arcovitch  
State Public Affairs Officer  
789 Vermont National Guard Road  
Colchester, VT 05446  
(O) (802) 338-3478  
(BB) (802) 734-1677

-----Original Message-----

From: Kelley, Rebecca [<mailto:Rebecca.Kelley@vermont.gov>]  
Sent: Wednesday, December 5, 2018 8:42 AM  
To: Arcovitch, Mikel R 1LT USARMY NG VTARNG (US) <mikel.r.arcovitch.mil@mail.mil>  
Subject: [Non-DoD Source] RE: press release

Good morning. Just a small semantics nit, but I would just remove the remaining "various" under the why:

Why: To update the State of Vermont on the various equal opportunity initiatives, sexual assault prevention and response program, and overall culture within the VTNG.

Rebecca Kelley

Communications Director

Office of Governor Phil Scott | State of Vermont

(802) 828-6403 (o) | (802) 622-4047 (m)

[governor.vermont.gov](http://governor.vermont.gov)

-----Original Message-----

From: Arcovitch, Mikel R 1LT USARMY NG VTARNG (US) <mikel.r.arcovitch.mil@mail.mil>  
Sent: Wednesday, December 5, 2018 8:35 AM  
To: Kelley, Rebecca <[Rebecca.Kelley@vermont.gov](mailto:Rebecca.Kelley@vermont.gov)>  
Subject: press release

Ms. Kelley

Wanted to double check this was good to go before PDFing and saving in our archives. Please see attached.

Thanks

Respectfully,

1st Lt. Mikel R. Arcovitch

State Public Affairs Officer

789 Vermont National Guard Road

Colchester, VT 05446

(O) (802) 338-3478

(BB) (802) 734-1677

**From:** [Kelley, Rebecca](#)  
**To:** [Arcovitch, Mikel R 1LT USARMY NG VTARNG \(US\)](#)  
**Subject:** RE: press release  
**Date:** Wednesday, December 5, 2018 8:42:00 AM

---

Good morning. Just a small semantics nit, but I would just remove the remaining "various" under the why:

Why: To update the State of Vermont on the ~~various~~ equal opportunity initiatives, sexual assault prevention and response program, and overall culture within the VTNG.

Rebecca Kelley  
Communications Director  
Office of Governor Phil Scott | State of Vermont  
(802) 828-6403 (o) | (802) 622-4047 (m)  
[governor.vermont.gov](http://governor.vermont.gov)

-----Original Message-----

From: Arcovitch, Mikel R 1LT USARMY NG VTARNG (US) <mikel.r.arcovitch.mil@mail.mil>  
Sent: Wednesday, December 5, 2018 8:35 AM  
To: Kelley, Rebecca <Rebecca.Kelley@vermont.gov>  
Subject: press release

Ms. Kelley

Wanted to double check this was good to go before PDFing and saving in our archives. Please see attached.

Thanks

Respectfully,

1st Lt. Mikel R. Arcovitch  
State Public Affairs Officer  
789 Vermont National Guard Road  
Colchester, VT 05446  
(O) (802) 338-3478  
(BB) (802) 734-1677



**From:** [Arcovitch, Mikel R 1LT USARMY NG VTARNG \(US\)](#)  
**To:** [Kelley, Rebecca](#)  
**Cc:** [Cray, Steven A Maj Gen USAF NG VTANG \(USA\)](#); [Rivard, Nathan R SSG USARMY NG VTARNG \(USA\)](#)  
**Subject:** Media kit  
**Date:** Tuesday, December 4, 2018 3:42:56 PM  
**Attachments:** [158FW SAPR\\_outline.docx](#)  
[Complaint Process Quick Reference Guide to EO.PDF](#)  
[EO\\_Outline.docx](#)  
[JDEC\\_Outline.docx](#)  
[JFHQ\\_SAPR\\_Outline.docx](#)  
[SexualAssault Sample Response Flowchart.pdf](#)  
[TAG RELEASE 18 24 VTNG culture.doc](#)

---

Ms. Kelley

Attached find the proposed materials for the press kit for Thursday.

If you think there is anything else we need please let me know.

Mike

Respectfully,

1st Lt. Mikel R. Arcovitch  
State Public Affairs Officer  
789 Vermont National Guard Road  
Colchester, VT 05446  
(O) (802) 338-3478  
(BB) (802) 734-1677

**From:** [Arcovitch, Mikel R 1LT USARMY NG VTARNG \(US\)](#)  
**To:** [Kelley, Rebecca](#); [Cray, Steven A Maj Gen USAF NG VTANG \(USA\)](#); [Manfredi, David T BG USARMY NG VTARNG \(USA\)](#); [Detweiler, J Scott CPT USARMY NG VTARNG \(US\)](#); [Sumner, Doris J CW4 USARMY NG VTARNG \(US\)](#); [Kittredge, Jason E 1st Lt USAF \(USA\)](#); [Brehm, Richard L Jr CIV NG VTARNG \(US\)](#)  
**Subject:** Media advisory  
**Date:** Tuesday, December 4, 2018 3:41:21 PM  
**Attachments:** [TAG RELEASE 18 24 VTNG culture.doc](#)

---

ALCON

Attached find the proposed press release to go out tomorrow.

Please let me know if you have any feedback.

Respectfully,

1st Lt. Mikel R. Arcovitch  
State Public Affairs Officer  
789 Vermont National Guard Road  
Colchester, VT 05446  
(O) (802) 338-3478  
(BB) (802) 734-1677



# MEDIA ADVISORY

## VERMONT NATIONAL GUARD

Adjutant General of Vermont – State Public Affairs Officer  
789 Vermont National Guard Road – Colchester, VT 05446-3004  
(802) 338-3478 DSN: 636-3478 FAX: (802) 338-3247 DSN: 636-3247  
P.O.C. 1st Lt. Mike Arcovitch (802) 338-3324, BB (802) 734-1677

**TAG Release 18-24**

**Wednesday, 05 December 2018**  
**POC: 1st. Lt. Mike Arcovitch**  
**PHONE: (802) 338-3478**  
**BB: (802) 734-1677**

### Vermont National Guard Press Conference

The Honorable Phil Scott, commander in chief, Vermont National Guard, Maj. Gen. Steven Cray, adjutant general, Vermont National Guard, and staff will provide statements about the current culture of the VTNG, information on our sexual assault response and prevention programs, and details on our various equal opportunity initiatives. Gov. Scott and Maj. Gen. Cray will take questions. A reminder that regulation and the Privacy Act prohibits the speakers from commenting on personnel or administrative investigations.

**What:** The Honorable Phil Scott and Maj. Gen. Steven Cray provide statements on Guard programs, processes, and overall culture.

**When:** Thursday, December 6, 2018; noon – 12:30 p.m.

**Where:** Green Mountain Armory Foyer, 789 Vermont National Guard Road, Camp Johnson, Colchester, Vt. 05446

**Who:** The Honorable Phil Scott, commander in chief, Vermont National Guard and Maj. Gen. Steven Cray, adjutant general, Vermont National Guard.

**Why:** To update the State of Vermont on the various equal opportunity initiatives, sexual assault prevention and response programs, and overall culture within the VTNG.

Please RSVP by contacting Office Candidate Nathan Rivard @ 802-316-2999 or [Nathan.r.rivard.mil@mail.mil](mailto:Nathan.r.rivard.mil@mail.mil).

###

**From:** [Kelley, Rebecca](#)  
**To:** [Arcovitch, Mikel R 1LT USARMY NG VTARNG \(US\)](#)  
**Subject:** RE: Statement  
**Date:** Tuesday, December 4, 2018 12:47:00 PM

---

thanks

Rebecca Kelley  
Communications Director  
Office of Governor Phil Scott | State of Vermont  
(802) 828-6403 (o) | (802) 622-4047 (m)  
[governor.vermont.gov](http://governor.vermont.gov)

-----Original Message-----

From: Arcovitch, Mikel R 1LT USARMY NG VTARNG (US) <mikel.r.arcovitch.mil@mail.mil>  
Sent: Tuesday, December 4, 2018 12:45 PM  
To: Kelley, Rebecca <Rebecca.Kelley@vermont.gov>  
Subject: Statement

Rebecca

Our DJS wanted to take a look before I sent TAGs draft statement. Will send as soon as I get it back

Respectfully,

1st Lt. Mikel R. Arcovitch  
State Public Affairs Officer  
789 Vermont National Guard Road  
Colchester, VT 05446  
(O) (802) 338-3478  
(BB) (802) 734-1677

**From:** [Kelley, Rebecca](#)  
**To:** [Arcovitch, Mikel R 1LT USARMY NG VTARNG \(US\)](#)  
**Subject:** RE: [Non-DoD Source] RE: Call  
**Date:** Tuesday, December 4, 2018 11:12:00 AM

---

Hi Lieutenant,  
Are we still on for a call?  
Thanks,

Rebecca Kelley  
Communications Director  
Office of Governor Phil Scott | State of Vermont  
(802) 828-6403 (o) | (802) 622-4047 (m)  
[governor.vermont.gov](http://governor.vermont.gov)

-----Original Message-----

From: Arcovitch, Mikel R 1LT USARMY NG VTARNG (US) <mikel.r.arcovitch.mil@mail.mil>  
Sent: Tuesday, December 4, 2018 9:15 AM  
To: Kelley, Rebecca <Rebecca.Kelley@vermont.gov>  
Subject: Re: [Non-DoD Source] RE: Call

Yes that'll work

1st LT Mikel R. Arcovitch  
State Public Affairs Officer  
789 Vermont National Guard Rd.  
Colchester, VT 05446  
(O)(802) 338-3478  
(C)(802) 734-1677

> On Dec 4, 2018, at 9:06 AM, Kelley, Rebecca <Rebecca.Kelley@vermont.gov> wrote:

>

> Yes, that works. Do you want to call me: 802-828-6403?

>

> Thanks,

>

> Rebecca Kelley

> Communications Director

> Office of Governor Phil Scott | State of Vermont

> (802) 828-6403 (o) | (802) 622-4047 (m) [governor.vermont.gov](http://governor.vermont.gov)

>

>

>

> -----Original Message-----

> From: Arcovitch, Mikel R 1LT USARMY NG VTARNG (US)

> <mikel.r.arcovitch.mil@mail.mil>

> Sent: Tuesday, December 4, 2018 9:05 AM

> To: Kelley, Rebecca <Rebecca.Kelley@vermont.gov>

> Subject: Call

>

> Me. Kelley

>

> 11 ok?  
>  
> Thanks  
>  
> 1st LT Mikel R. Arcovitch  
> State Public Affairs Officer  
> 789 Vermont National Guard Rd.  
> Colchester, VT 05446  
> (O)(802) 338-3478  
> (C)(802) 734-1677  
>

**From:** [Arcovitch, Mikel R 1LT USARMY NG VTARNG \(US\)](#)  
**To:** [Kelley, Rebecca](#)  
**Subject:** Follow-up  
**Date:** Wednesday, November 14, 2018 5:55:07 PM

---

Hi Rebecca, hope you are well

I wanted to follow-up tomorrow when you are available. Is there a good time to have a quick chat over the phone?

Thanks  
Mike

Respectfully,

1st Lt. Mikel R. Arcovitch  
State Public Affairs Officer  
789 Vermont National Guard Road  
Colchester, VT 05446  
(O) (802) 338-3478  
(BB) (802) 734-1677